

EQUAL EMPLOYMENT OPPORTUNITY
NOTICE TO DPSCS EMPLOYEES

DISCRIMINATION IS PROHIBITED IN MARYLAND

It is the policy of the State of Maryland, and DPSCS, to adhere to the principles of equal employment opportunity for all its employees and applicants for employment; provide a workplace that is free of sexual harassment; and provide reasonable accommodations to qualified individuals with disabilities.

Executive Order 01.01.1995.19 (Governor’s Code of Fair Employment Practices) and §2-302 of the Annotated Code of Maryland State Personnel and Pensions provides that all personnel actions concerning any employee or applicant for employment will be taken without regard to:

- Age
- Race
- Color
- Sex
- Ancestry
- Sexual Orientation
- National Origin
- Creed
- Religion
- Disability
- Marital Status
- Political Affiliation
- Genetic Information
- Gender Identity & Expression

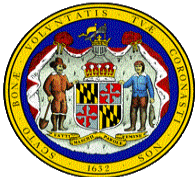
Employees who believe they have experienced discrimination may file a complaint with the Department’s Office of Equal Opportunity, their facility’s EO Designee or via the DPSCS website of Safety Net. Such complaints must be filed within thirty (30) days after the person filing the complaint knew or reasonably should have known of the alleged violation.

Employees who believe they have been subjected to sexual harassment should immediately report the incident(s) to any manager or supervisor, notify the Department’s Office of Equal Opportunity, their facility’s EO Designee or contact the Office of the Statewide Equal Employment Opportunity Coordinator.

Persons requesting reasonable accommodations under the provisions of the Americans with Disabilities Act (ADA) should contact their agency’s ADA Coordinator.

Your Department’s Fair Practices Officer, EEO Officer, and ADA Coordinator are:

<u>Karen K. Shipley</u> Fair Practices Officer	<u>410.585.3005</u> Telephone Number
<u>Paula Green-Holt</u> Equal Employment Opportunity Officer	<u>410.585.3007</u> Telephone Number
<u>Office of Equal Opportunity</u> Americans with Disabilities Act Coordinator	<u>410.585.3005</u> Telephone Number
<u>DPSCS Office of Equal Opportunity, 6776 Reisterstown Road, Suite 216</u> State Agency and Address	



Employees also have the right to file a complaint with the following agencies:

- Maryland Commission on Civil Rights
6 St. Paul Street, 9th Floor
Baltimore, MD 21202
410.767.8600
- Equal Employment Opportunity
Commission
10 South Howard Street, 3rd Floor
Baltimore, MD 21201, 410.962.3932
TTY 410.962.6065

Individuals with disabilities may also utilize the Maryland Relay System
by calling 1-800-735-2258